
MINUTES OF A MEETING OF THE BOARD OF EDUCATION, NAPERVILLE COMMUNITY UNIT SCHOOL DISTRICT 203, DUPAGE AND WILL COUNTIES, ILLINOIS, HELD AT WASHINGTON JUNIOR HIGH SCHOOL, NAPERVILLE, IL.
April 18, 2022 AT 6:00 P.M., CLOSED SESSION 4:45 p.m.

Call to order

President Kristin Fitzgerald called the meeting to order at 4:45 p.m. Board members present: Kristin Fitzgerald, Kristine Gericke, Donna Wandke, Charles Cush, Amanda McMillen, Tony Casey, Joe Kozminski (arrived at 4:59 pm).

Administrators present were:

Dan Bridges, Superintendent,

Bob Ross, Chief Human Resources Officer,

Michael Frances, Chief Financial Officer/CSBO

Dr. Chala Holland, Assistant Superintendent for Administrative Services

Closed Session

Charles Cush moved, seconded by Kristine Gericke to go into Closed Session at 4:45 p.m. for consideration of:

1. Pursuant to 5 ILCS 120/2(c) (21) Discussion of minutes lawfully closed under the Open Meetings Act, for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06. 03/21/2022, 04/04/2022
2. Pursuant to 5 ILCS 120/2(c)(1) Appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District.
3. Pursuant to 5 ILCS 120/2 (c) (2) Collective negotiating matters between the public body and its employees or their representatives.
4. Pursuant to 5 ILCS 120/2 (c) (11) Litigation, when an action against, affecting or on behalf of the particular District has been filed and is pending before a court or administrative tribunal.
5. Pursuant to 5 ILCS 120/2(c) (9) Student Disciplinary Cases

Meeting Opening

Charles Cush made a motion, seconded by Joe Kozminski to return to Open Session at 6:05 pm. A roll call vote was taken. Those voting yes: McMillen, Fitzgerald, Gericke, and Wandke, Casey, Cush, and Kozminski. Those voting no: None. The motion carried.

Welcome and Mission

Kristin Fitzgerald welcomed all and read Naperville Community Unit School District 203's Mission Statement.

Roll Call

Board members present: Kristin Fitzgerald, Kristine Gericke, Charles Cush, Amanda McMillen, Joe Kozminski, Donna Wandke, and Tony Casey.

Student Ambassadors present: Joanna Cho Absent: Uju Kim

Administrators present: Dan Bridges, Superintendent, John Bruesch, Assistant Superintendent for Administrative Services, Roger Brunelle, Chief Information Officer, Michael Frances, Chief Financial Officer, Chuck Freundt, Assistant Superintendent for Elementary Education, Chala Holland, Assistant Superintendent for Administrative Services, Rakeda Leaks, Executive Director of Inclusion and Diversity, Alex Mayster, Executive Director for Communications, Patrick Nolten, Assistant Superintendent for Assessment and Accountability, Bob Ross, Chief Human Resources Officer, Jayne Willard, Assistant Superintendent for Curriculum and Instruction, and Lisa Xagas, Assistant Superintendent for Student Services.

Pledge of Allegiance:

Led by Board of Education

Good News

During the entire week of April 18, we are excited to celebrate our female athletes as we celebrate the 50th anniversary of Title IX. We will persevere and during this week, all of our clubs, activities, and athletic programs will join in our celebration of the contributions of women. Students also have opportunities to reflect on the impact and importance of Title IX and gender equity.

Naperville Central High School has been honored with the SupportMusic Merit Award from The NAMM Foundation for its outstanding commitment to music education. To qualify for the SupportMusic Merit Award, **Naperville Central** answered detailed questions about funding, graduation requirements, music class participation, instruction time, facilities, support for the music program and community music-making programs. Responses were verified with school officials and reviewed by The Music Research Institute at the University of Kansas. Congratulations Naperville Central

At the Midwest Regional, the Huskie Robotics team competed with 47 teams from 4 states and 3 countries and won the Chairman's Award, which is the most prestigious award that honors the team that best represents a model for other teams to emulate and best embodies the mission of FIRST. This award qualifies them to attend the FIRST World Championship next week in Houston, Texas. In addition, Raj Thadani was named a Dean's List Finalist for his leadership, technical expertise, and accomplishment and will compete against other Finalists at the Championship. On the playing field, the team was the 3rd seeded alliance captain and led their alliance of three robots through the quarterfinals. In the semifinals, they won one match by 47 points but lost two other matches by a heartbreaking total of 10 points. Way to go Huskies!

Central Times was awarded the Pacemaker Award from the National Scholastic Press Association. This is the highest honor available to high school journalists and programs. While this marks the 14th Pacemaker for Central Times, it is their first since 2014. This is a new award called the Innovation Pacemaker, and it was given to only four schools in the entire country. Central Times goes into the high school journalism history books as an inaugural winner of this new award. Central Times was recognized for our student team who designed and developed a smartphone app to access our website content. This award "encourages out-of-the-box thinking and rewards student media for the courage to take chances to improve service to their school community." Congratulations Cameron Rozek, Calvin Comstock-Fisher, Daniel Wu, Brian Lu
Adviser: Keith Carlson

Recognition

NBCT

Superintendent Bridges offered congratulations to the 2019, 2020, and 2021 National Board Certified teachers, new and renewals. National Board certification by the National Board for professional teaching standards is one of the most prestigious credentials a teacher can earn. Renewal candidates have already demonstrated they are highly accomplished teachers; the renewal process is a process by which the teacher compiles and submits a profile for professional growth demonstrating how their practices continue to align with the five core propositions in their certificate area. In contrast to the initial certification, the renewal process is a single submission composed of three interrelated components and a reflection the process takes about 30 to 40 hours.

New National Board Certified teachers who are with us this evening from 2020 include Laura Warren and Christine Halblander.

Public Comment:

President Fitzgerald gave the parameters for public comment. She will designate the next speaker so that they have the appropriate time to prepare. Issues raised in public comment will be taken under advisement by the Board of Education but will not be discussed in this meeting. Because the questions raised in public comment address district operational matters, the Superintendent is designated by the Board to coordinate responses and will apprise the Board accordingly. All public comments have been added to Board Docs. President Fitzgerald reminded the community that as outlined in Board Policy 2.230, individuals addressing the Board should conduct themselves with respect and civility toward others. Individuals are free to express their criticism regarding Board policy or decisions by the Board but should refrain from personal attacks.

Teacher speaking as a parent. Been in awe of teacher able to handle 28 students without an assistant. Students have more needs than ever before to deal with all the additional emotional and behavioral needs. Large class sizes make it impossible to meet each students’ needs.

President Fitzgerald noted that the Board of Education appreciates your advocacy. Acknowledged all who spoke and who have emailed public comments. Cannot respond to each email due to volume. As a reminder, the BOE has designated the Superintendent to respond to public comments.

Monthly Reports

- Treasury Report- The Board received the February Treasurer’s Statement
- Investments- The Board received the February Investment Report
- Insurance-The Board received the February Insurance Report
- Budget-The Board Received the February Budget Report

Action by Consent:

1. Bills and Claims of warrant no. 1041816 thru warrant no. 30029817 totaling \$21,000,713.17 for the period of March 22, 2022 to April 18, 2022.

2. Adoption of Personnel Report

	Effective Date	Location	Position
RESIGNATION-CERTIFIED			
Shraya Bhatia	8/11/2022	Maplebrook	1st Grade Teacher
Deirdre Phalon	8/11/2022	Maplebrook	3rd Grade Teacher
APPOINTMENT-CERTIFIED FULL-TIME			
Matthew Anderson	8/12/2022	Maplebrook	5th Grade Teacher
Henry Gleamza	8/12/2022	NNHS	General Technical Arts Teacher
RE-EMPLOYMENT-CERTIFIED FULL-TIME			
Mishal Bahadory	8/12/2022	River Woods	EL Teacher
Alyssa Miller	8/12/2022	River Woods	Learning Behavior Specialist

Caila Klimczak	8/12/2022	NCHS	Physical Education Teacher
Kaitlin Daltrey	8/12/2022	Prairie/ ARECC	Speech Language Pathologist
Amanda Hassler	8/12/2022	NCHS	Speech Language Pathologist
Courtney Hummel	8/12/2022	River Woods	Kindergarten Teacher
Emily Yung	8/12/2022	NCHS	Learning Behavior Specialist
Patrick Zemanski	8/12/2022	NCHS	School Psychologist
RE-EMPLOYMENT-CERTIFIED PART-TIME			
Cayla Gibson	8/12/2022	NCHS	Learning Behavior Specialist
Lucinda Madden	8/12/2022	MJHS/JJHS	Art Teacher
Mary Miller	8/12/2022	NCHS	Art Teacher
Erin Risler	8/12/2022	NNHS	Counselor
Patrice Salerno	8/12/2022	LJHS/JJHS	PE Teacher
Angela Vock	8/12/2022	NCHS	Foreign Language-French
RESIGNATION-CLASSIFIED			
Dorothy R. West	4/8/2022	Transportation	Bus Driver
Janet G. Gebner	4/18/2022	Scott	Instructional Assistant
Keerti Chouhan	3/25/2022	Ranch View	Special Education Assistant
Lorena Gonzalez	4/8/2022	Beebe	Dual Language Assistant
Rebecca L. Erickson	4/6/2022	Naper	3-5 Instructional Assistant
EMPLOYMENT-CLASSIFIED FULL-TIME			
Christine L. Hughes	4/18/2022	Ann Reid	Special Education Assistant
Hailey A. DiCristina	4/18/2022	Meadow Glens	Special Education Assistant
Bartolo Carrasco	5/2/2022	Meadow Glens/Ranchview	Custodian
LEAVE OF ABSENCE-CLASSIFIED			
Funda M. Yazici	3/25/22 - 5/27/22	Ellsworth	Special Education Assistant

3. Minutes 03/21/2022, 04/04/2022

4. Bid: Music Instrument

5. High School Athletic Training and Preventative Services RFP

6. DAOES Appointment

7. IHSA Membership Renewal 2022-2023

8. Student Discipline

Kristin Fitzgerald made a motion to approve of warrant no. 1041816 thru warrant no. 30029817 totaling \$21,000,713.17 for the period of March 22, 2022 to April 18, 2022, and the remainder of the Consent

Agenda seconded by Donna Wandke. Those voting yes: Cush, McMillen, Fitzgerald, Wandke, Casey, Kozminski, and Gericke. No: None. The motion carried.

Student Ambassador Reports

Joanna Cho-NNHS

- As the student body has enjoyed a restful break, we have returned and are busy as ever, as we near the end of the year.
- March 22 was our vocal spring music concert,
- March 23-24 was our band and orchestra spring symphony concert
- Week of April 4 was our senior week, where we enjoyed the variety show, a hypnotist show, senior celebration, and our powderpuff football game.
- April 12 was our student government's biannual blood drive, and our freshmen, sophomores and juniors took their respective PSATs and SATs.
- Lastly, this week is our spring week in anticipation of the spring dance.
- It has been amazing to return to and celebrate these traditions fully.
- As time goes on, less of the student body wears a mask, but the initial shock value and initial component of judgment of it all has gone down tremendously. Furthermore, the schedule changes that have come with homerooms have become a normal part of our routines, but reactions still stay very mixed. A lot of the student body is hoping that our homeroom periods will soon become more flexible, where we can visit other classrooms and teachers, and enjoy a freer period.

Freedom of Information Requests:

Gebel Request- Business Office Information

Gebel Request- Business Office Information

Hoffman Request- Human Resources Information

Oulvey Request-Human Resources Information

Sebold Request- Print Shop Information

Tong Request-Email Information

Tong Request-Email Information

Richards Request-Buildings and Ground Information

Superintendent/Staff/School Report

Superintendent Bridges

Gave an update on the COVID dashboard and that it is up to date.

Presently, both the county and Naperville 203 Zip Codes are still in the low category. County and community metrics are trending upward slightly.

Increased numbers at Maplebrook warranted increased mitigations.

Please monitor your student's symptoms and keep them and yourself home.

Board Comments/Questions:

Surprising to hear about increased cases at Maplebrook. The mitigations you mentioned are those not continuing to happen and are only being added?

Superintendent Bridges noted on March 4, we aligned ourselves with the CDC. The guidance from the CDC is to wear a mask based on personal preference. Due to the uptick at Maplebrook, we did move to a masks are strongly recommended, increased emphasis on testing and social distancing. Some of the air circulation systems do not run during unoccupied time so we moved those to run 24 hours.

What would be the case that would make a school move to remote?

Superintendent Bridges stated the Health Department emphasized keeping students in school as long as are able to staff a building. Even if we move to a medium level, we still would not require masks.

Are there specific supports for families of students who are medically complex?

Superintendent Bridges responded that those students would be handled on a case by case basis. We have not had any requests at Maplebrook for those supports.

Mitigations are based on community levels and not individual schools?

Superintendent Bridges stated that to a degree but we do look at and change mitigations based on the building.

What would be the level that would make masks required in a building?

Superintendent Bridges remarked that we would not unilaterally make that decision. We would do that in consultation with our health care providers based on CDC guidance.

As we only update the Dashboard on Monday, I am appreciative of the communication to Maplebrook families. Communication should continue those to school communities.

Can you review what we are sharing with families for students who have symptoms?

Mrs. Xagas responded that on days 0-5 isolate at home and thru 10 days if not symptom free. Must wear a mask for days 6-10 if they return to school.

Have we made any changes to activities or visitors to the building?

Superintendent Bridges noted that we would look at it on a building by building basis and make changes accordingly.

Are there messages sent out as soon as we begin to see increased numbers?

Superintendent Bridges stated when we have that ability and that information we do. We communicated with Maplebrook daily last week.

Residency Verification Update

Superintendent Bridges stated that during the past two years, Centralized Enrollment has updated practices and procedures to increase accuracy in documentation, record-keeping, and communication. Every year, there are situations that arise that warrant additional inquiries and investigative actions to verify the residency of families who are enrolled in the district. We believe that the utilization of a third party vendor to assist with residency verification will yield positive benefits for the district. In preparation for the 2022-2023 school-year, we plan to utilize the services of a third party vendor to assist with proactively verifying residency for all Naperville 203 families. We believe that taking a more proactive approach to residency verification is in the best interest of the taxpayers in Naperville 203 and will increase the effectiveness and efficiencies of Centralized Enrollment

Dr. Holland added that Centralized enrollment handles the residency verification. The address information is for parents. No student information is shared. This is proactive and is meant to treat all families the same and to reduce the number of residency uncertainties.

All data is destroyed after an investigation. We presently rely on tips or suspicions.

We currently use a third party but in a reactive manner. By this time, the students have already begun school. Budgeted amount is the same as the cost of this third party vendor.

Board Questions:

Great to hear that this is much more equitable and saving resources. I want to verify what happens when a family has two households.

Dr. Holland responded that all households are looked at but will focus on the parent who lives in our district.

Thank you for this and we are looking forward to seeing the positive outcomes.

President's Report

President Fitzgerald thanked all who attended the Divisional dinner. Illinois dropped out of the National School Boards Association and our Executive Director Tom Bertrand is a founding member of a national Coalition of State School Board Associations. He gave an update on a transition plan.

Board of Education reports:

Mr. Cush reported that he and Mr. Casey met with the D, E and I committee. We discussed ways to proactively and productively engage families in diversity, equity and inclusion topics for the next school year. There are also some members who are participating in a book study of the book, In Search of Common Ground.

Discussion without Action

2022-2023 Board Meeting Calendar

Superintendent Bridges noted the DRAFT for consideration. The July date should be July 18. July 11 was carried over from last year when we met on the second Monday.

November meetings will be on November 7 and November 21. In years past, we have had only one November meeting due to scheduling issues. In January, it was recommended that we consider January 9 and January 23.

Board Comments:

Thank you for the feedback. November 24 would be the day after the Triple I Conference which most of us attend.

Superintendent Bridges recommended that the Board consider having one November meeting on the 14th.

January 3 is in the middle of the break.

Superintendent Bridges stated that we would make changes and bring back for review next meeting.

Policy Manual Update Sections 7

Superintendent thanked several staff members on the coordination of the work on this manual that began in August 2021. This process has been with a representative from IASB to conduct a comprehensive analysis and review of our Board of Education policies.

Board Comments/Questions:

As you are reviewing this section, send your questions to Administration in as soon as you have them so answers are received in a timely manner.

Discussion with Action

Policy Review: Second Reading Policy 7.240, Co-Curricular Code of Participation
Superintendent Bridges stated that on April 4 Dr. Holland brought forth the update Administrations recommendation is to accept.

Board Comments/Questions:

We are approving this in advance of approving Section 7 in the Policy Manual; will we have to approve it again?

Superintendent Bridges noted this is one of a handful that are modeled off PRESS but made local. This will not have to be approved again as it will be added as approved into the manual.

Charles Cush made a motion to approve Policy 7.240 as presented seconded by Tony Casey. Those voting yes: Casey, McMillen, Kozminski, Wandke, Cush, Gericke, and Fitzgerald. No: None. The motion carried.

New Course Proposals

Superintendent Bridges recommended you approve as presented. Mrs. Willard brought these forth at the April 4, 2022 Board meeting.

Thank you for highlighting the hard work that staff has done to update the curriculum and put that in place and test it and do all the different things that are part of that process.

Board Comments/Questions:

None.

Donna Wandke made a motion to approve the New Course Proposals as presented, seconded by Joe Kozminski. Those voting yes: McMillen, Fitzgerald, Wandke, Gericke, Cush, Kozminski, and Casey. No: None. The motion carried.

Instructional Resources

Superintendent Bridges recommended you approve as presented. Mrs. Willard brought these forth at the April 4, 2022 Board meeting. These resources are loaded in BoardDocs.

Board Comments/Questions:

None.

Tony Casey made a motion to approve the Instructional Resources as presented seconded by Kristine Gericke. Those voting yes: Gericke, Kozminski, McMillen, Wandke, Casey, Fitzgerald, and Cush. No: None. The motion carried.

Establish Hourly Rates of Pay

Superintendent Bridges noted that Mr. Ross brought recommendations for changes in the hourly rates of pay for various employees. Those recommendations are in BoardDocs. Administration recommends that you approve as presented.

Board Comments/Questions:

Can you give more background on hearing officers and our benchmark districts?

Mr. Ross noted that we are the lowest rate currently. There are a number of districts who use assistant superintendents or attorneys.

What are the advantages of using a hearing officer instead of a member of Cabinet?

Superintendent Bridges responded that a hearing officer is an independent entity who doesn't have an investment in one position or another and better represent the interests of the Board of Education

Amanda McMillen made a motion to approve the Hourly Rates of pay as presented seconded by Joe Kozminski. Those voting yes: Casey, Cush, Fitzgerald, McMillen, Kozminski, Wandke, and Gericke. No: None. The motion carried.

Policy Manual Updates Sections 2, 4, 5, and 8

Superintendent Bridges reminded the Board that we are in the process of updating the Policy manual. We are ready to have Sections 2, 4, 5, and 8 approved.

Mrs. Fitzgerald reminded the Board of the process. She reviewed sections 4 and 5 and made sure that the requested edits were made.

Dr. Bruesch added that we sometimes have to include language that is required by statute. We also can work to add local language where we are able.

We are in the process of working with Policy 4.20.

We would like to see continued consideration on increasing the percentage in Policy 4.20 to 15% -25% since we can see deficits in the coming years.

Board Comments/Questions:

Thank you for the changes in Section 8. Regarding 8.30 item 7, appreciate you adding vaping. The item does not read quite right.

Dr. Bruesch stated that we could add tobacco and amending the language to get rid of some of the verbs so it flows better.

Superintendent Bridges added that we will pull Policy 8.30 to ensure we have the language correct.

Charles Cush made a motion to approve Policy Manual Sections 2, 4, 5, and 8 with exception of Policy 8.30, seconded by Amanda McMillen. Those voting yes: Fitzgerald, Wandke, Casey, Kozminski, McMillen, Gericke, and Cush. No: None. The motion carried.

Old Business:

None.

New Business

Pull the policy in 6 that addresses class size, in Section 6 of the Policy Manual review.

Upcoming Events

Superintendent Bridges noted number of events added to the calendar.

- **Board Self Evaluation on April 19**
- **203 InFocus on April 20**

Return to closed session

Charles Cush made a motion seconded by Joe Kozminski return to Closed Session at 7:09 p.m. for the purpose of:

- Appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District 5 ILCS 120/2(c) (1).

A roll call vote was taken. Those voting yes: Casey, Wandke, Gericke, Cush, McMillen, Kozminski, and Fitzgerald. No: None. The motion carried.

Adjournment

Cush moved seconded by Kozminski to end the Closed Session at 8:38 p.m. A voice vote was taken and the motion carried unanimously.

Cush moved seconded by Kozminski to adjourn the meeting at 8:38 p.m. A voice vote was taken and the motion carried unanimously.

Approved: May 16, 2022

Kristin Fitzgerald, President, Board of Education

Susan Patton, Secretary, Board of Education